

November 12, 2012

The City proposes the following CBA articles to resolve all outstanding issues as indicated below:

- **Art. 11 Promotions:** 11/12/21 Revised City Proposal that includes prerequisite of 2-year record without history of major disciplinary action
- **Art. 14 Off duty Employment:** 11/12/21 Revised City Proposal that would require a minimum of 3 uniform and allow up to 5 uniform employees at the discretion of the Chief
- **NOTE - Art. 16 Wages:** On October 27, SAPOA indicated they would get us a proposal by November 12
- **Art. 28 Disciplinary Actions:** 11/12/21 Revised City Proposal
- **Art. 29 Internal Security Interview Procedure:** 10/22/21 City Proposal
- **Art. 30 Health Benefits:** 3/12/21 City Proposal that includes CVS value formulary, and continues 10% escalator each year
- **Art. 33 Educational Incentive Pay:** No change to current language